

LOWELL SCHOOL COMMITTEE
Henry J. Mroz Administration Office
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William J. Samaras
Mayor and Chairperson

Personnel Subcommittee Meeting

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Jackie Doherty
Vice-Chairperson

Monday, January 28, 2019
Butler School - Auditorium
6:30 p.m.

Andre P. Descoteaux
Robert J. Hoey Jr.
Dominik Hok Lay
Connie A. Martin
Gerard Nutter

Subcommittee Members Present:	Chairperson Connie Martin, Jackie Doherty and Robert Hoey
School Committee Members Present:	Mayor Bill Samaras, Mr. Descoteaux, Mr. Nutter and Mr. Lay
School Department Personnel Present:	Billie Jo Turner, Interim Assistant Superintendent of Finance Robin Desmond, Assistant Superintendent for Curriculum and Instruction

Chairperson Connie Martin called the meeting to order at 6:32 p.m. The Subcommittee update is in response to the following motion:

Motion by School Committee Member Connie Martin, which was approved at the January 16, 2019 School Committee Meeting:

"To have a Personnel Subcommittee meeting on Monday, January 28, 2019 at 6:30 p.m. and to invite and work with the City Wide Family Council as well as invite the community at large regarding the Superintendent process"

The following agenda item was discussed:

- **Community Forum to establish the process for the appointment and hiring of the permanent School Superintendent**

Chairperson Martin stated that the purpose of tonight's meeting is to get input from the public as the district begins the search process for the next Superintendent. Chairperson Martin thanked the people in the audience who came to the Subcommittee meeting and then opened up the floor for the public to address the Subcommittee with their thoughts. At this time no one came forward.

Mr. Hoey stated that he has put a motion on the February 6, 2019 School Committee meeting agenda to start the search for a Superintendent and he doesn't believe it hurts anything to look right away. He believes we should go out immediately and look for a Superintendent.

Mr. Descoteaux stated that he thinks that as a system we need to stabilize our district and doing a fast search might not be in our best interest. He believes this is not be best time to be looking for a Superintendent. He is hoping we can look at all aspects of this as we move forward.

Ms. Doherty stated that we all just became aware that the Acting Superintendent isn't interested in staying and she believes we must do a search as soon as possible and have community involvement serving on the search committee including parents, community representatives, and Lowell Public School staff. Ms. Doherty stated that she believes it's very important that we get stability and that the district needs someone who is a strong leader, competent and understands the challenges the district faces. She stated that she feels very proud to be part of the Lowell Public Schools and that we are facing a lot of challenges more so than we have in the past, but is hopeful we can continue to strive for excellence and make progress. She said that she has incredible respect for the work Acting Superintendent Jeannine Durkin did for the district and that she went above and beyond what anyone could have reasonably expected and she is grateful and personally saddened that Acting Superintendent Durkin doesn't want to stay on.

Chairperson Martin stated that she also is very disappointed that Acting Superintendent Jeannine Durkin choose not to move forward and stated that the work she has done for the district the last number of years and more recently as Acting Superintendent in particular during this crisis period has been exemplary and the district is very lucky to have her. She stated that in past Superintendent searches the district has benefited by having community involvement and that part of the process she envisions will continue and she believes it should be a tight group and not twenty (20) or twenty-five (25) people, as she believes it is hard for that many people to come to consensus, but the Committee will make sure that we have all the different constituencies represented to work together. She stated that she believes that both the Committee and the community need to make this happen as quickly as we can while maintaining high standards. Chairperson Martin stated that she wants to give everyone an opportunity to take a comprehensive view to look at the candidates and make the best selection and she believes that the candidates need to be looked at as a whole person, the sum total of their professional experiences and talents and someone who best suits the needs of this district. She would also like to see candidates with a strong sense of curriculum and assessment, understanding of buildings, and budget and staffing, as well as good experience in an urban and diverse district and being able to build more of a diverse environment.

The following people addressed the Subcommittee stating what they believed the School Committee needs to be looking for as they look for the next Superintendent:

Doroth Then
Darcy Boyer
Mickie Dumont
Paul Georges
LZ Nunn

The following thoughts were shared:

- How the public can be involved in the proposed Blue Ribbon Committee.
- Diverse Candidates
- Cultural Competency
- Maintenance of buildings
- Communication
- Possible hiring of an Interim Superintendent

Chairperson Martin stated that based on past searches the Blue Ribbon Commission will have two (2) representatives from the City Wide Parent Council and there could be other ways for parents to be involved. The Blue Ribbon Commission conducts the first round of interviews and that happens in a private setting, but once a candidate becomes a finalist it is made public and televised.

Ms. Doherty stated that she believes that the members of Blue Ribbon Commission have a vote as to who they want to move forward and it's usually the top three (3) or five (5) candidates to the finalist stage.

Mr. Hoey stated that he has never hired a Superintendent, but has been involved in the recent firing of a Superintendent and has negotiated (two) 2 contracts (Dr. Khelfaoiu and Mr. Tsapatsaris). Mr. Hoey believes the Blue Ribbon Commission should be between seven (7) to nine (9) people and stated that we need someone from the Latinos, Cambodian, African and White communities.

Chairperson Martin stated that regarding who will be on the Blue Ribbon Commission, she believes in the past the Committee comes up with a list of different organizations and constituencies that they want to include as well as asking people who are interested in being on the Commission to submit a letter of interest and those letters are vetted through the Superintendent's office and then the Committee will choose the membership.

Mr. Descoteaux asked if people need to be corried to be on the commission.

Chairperson Martin responded that a commission member doesn't need to be corried. She stated that at the next School Committee on February 6th, she hopes the Committee will be provided with a report outlining all the steps that happened in the last search so the community can comment on it and make additions or suggestions as well as the School Committee making suggestions. She stated that she is hopeful that they will come out of that meeting with a

timeline with the major constituencies that will be participating in the Blue Ribbon Commission and have an actual plan that the School Committee can vote on to start the process. She also hopes that the Mayor will be able to reach out to the Massachusetts Association of School Committees (MASC) to consult with them and see if they can share a proposal where they have the actual staff capacity to be able to do that. There is a lot of work that goes along with this and it may be advantageous to look at the MASC as a resource and to contract with them to take us through the search process.

Ms. Doherty made a motion under requirements to add at least 5 years of classroom teaching experience preferred to the job description; seconded by Mr. Hoey. 3 yeas APPROVED

Ms. Doherty made motion under requirements that the candidate have demonstrated a commitment to family and community engagement, cultural competency, equitable access and inclusion; seconded by Mr. Hoey. 3 yeas APPROVED

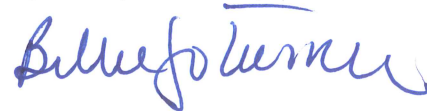
Ms. Doherty made motion that the candidate demonstrates experience in cultivating and maintaining experienced diverse work forces and populations; seconded by Mr. Hoey. 3 yeas APPROVED

Chairperson Martin asked the Administration if the Committee can be provided a copy of the survey that Boston used when searching for their Superintendent.

Mr. Hoey stated that compensation needs to be discussed on what the district is going to be offering the Superintendent and he believes money will bring candidates to the district and believes that as well for the Human Resources Director position. He stated that in his opinion the Superintendent of Schools position deserves more than the City Manager and he believes the district is going to have to be pay about \$215,000.

Ms. Doherty made a motion to adjourn at 7:23 p.m.; seconded by Mr. Hoey. 3 yeas APPROVED

Respectfully submitted,



Billie Jo Turner, Interim Assistant
Superintendent for Finance

BJT/mes